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## **ALTERNATIVE METHODS OF EMPLOYING ANNUITANTS**

### **A. CIA Retirement System**

#### **1. Recall**

- a. Director may with the consent of any retired participant recall participant to duty in the Agency whenever he shall determine such recall is in the public interest.

#### **b. Characteristics**

Excepted appointment  
Full salary in lieu of annuity  
Contributions to the retirement fund (6 1/2%)  
Recomputation of annuity when reverted back to retired status  
Deductions for FEGLI and hospitalization  
Annual leave same basis as other employees  
Sick leave restored if rehired before three years have elapsed

#### **2. Reemployed annuitant**

- a. A participant retired may be employed in any appointive position for which he is qualified.

#### **b. Characteristics**

Excepted appointment  
Salary offset by amount of annuity  
No contributions to the fund  
Social Security deductions are withheld  
Recomputation of annuity prohibited  
Continues hospitalization as retiree  
No premiums for FEGLI  
Annual leave on same basis as other employees  
Sick leave restored if rehired before three years have elapsed

#### **3. Reemployed annuitant - Contract employee**

#### **a. Characteristics**

Appointed by contract  
Salary offset by amount of annuity

Characteristics (continued)

No contributions to the fund  
Social Security deductions are withheld  
Recomputation of annuity prohibited  
Continues hospitalization as retiree  
No premiums for FEGLI  
Leave benefits - determined by employing office

4. Reemployed annuitant - Independent contractor

a. Characteristics

Hired by contract  
No salary offset  
No contributions to the fund  
No Social Security deductions (employee pays as "self-employed")  
Recomputation of annuity prohibited  
Continues hospitalization as retiree  
No premiums for FEGLI  
No leave benefits

B. Civil Service Retirement System

All features the same as under the CIA Retirement System with two exceptions:

1. Social Security deductions are not withheld.
2. Reemployed annuitants can apply for supplemental annuity after one full year of service (except Independent Contractor). Supplemental annuity will be 2% of full salary (not 2% of hi-five average).

C. General

Normally, the total of the annuitant's retirement annuity and his contract fee cannot exceed his annual salary at the time of his retirement. Also, all agreements are of a temporary nature and can be terminated at the will of the employer.